

## Principles of Volunteer Recruiting

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- FOCUS:** Know what kind of activities you want done and, therefore, what kinds of people you want.
- INITIATIVE:** Find out where these kinds of people are likely to be and go after them. Do not wait passively for just anyone to walk in.
- SHAPE:** The position to the person whenever possible, rather than vice versa. When you do this, more of the people you initially attract will complete the process and become actual recruits.
- HAVE:** A good volunteer program all the way through that includes orientation training, recognition, good staff relations, etc. People will hear about it and your recruiting job will be that much easier.

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